

ESG Report

A responsible and sustainable member of the community

Our goals

1 million

people we aim to benefit from community outreach by FY26

1%

post-tax profits pledged to community outreach initiatives

100%

Scope 1, 2 and upstream Scope 3 emissions offset



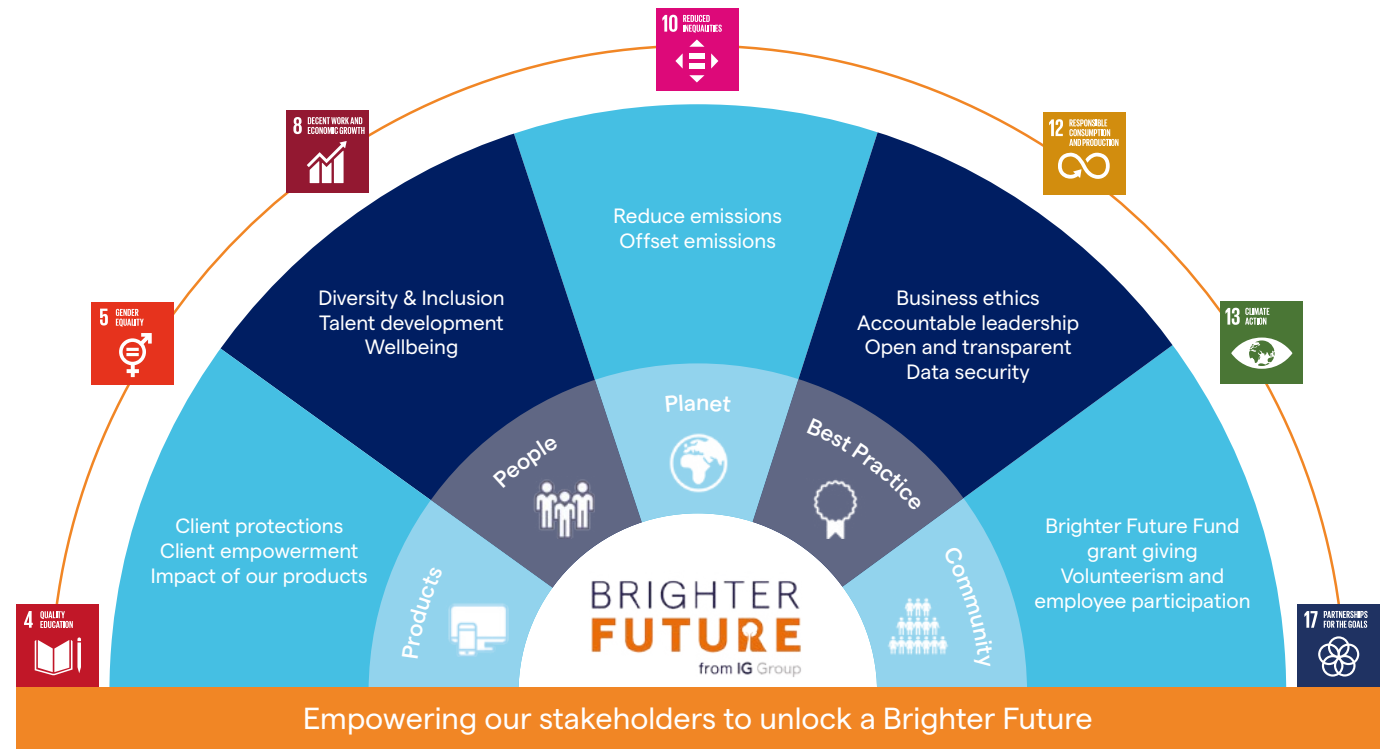
Georgina Kerr, Executive Assistant, Big Sleep Out, London

ESG Report continued

Our ESG framework

Powering the pursuit of financial freedom for the ambitious is about making a positive and inclusive contribution to society. We are purpose-led, meaning that the principles of responsible business and sustainability feed into everything that we do. The Brighter Future framework is our ESG strategy. Launched in FY21, it identifies the key risks posed by our business and the key benefits that we offer to our clients and our communities, and sets out our commitment to managing these in a responsible and sustainable manner. Read on for some highlights.

We've made a lot of progress over the last 12 months and, as a result, have made the decision to make some small changes to our Brighter Future framework. We regard these as natural evolution – and they demonstrate how we're becoming more mature and confident in our approach. We now have 14 priority areas and these are spread across five different pillars.



Recognition

We are proud to have our progress recognised with a number of ESG awards and ratings, and to be active members of several important ESG communities. We are particularly pleased to have maintained our position on the FTSE4Good Index.



Our ESG KPIs

KPI	Unit	FY22	FY23	Targets
Educational content	# views of IG Academy and Financial Freedom Hub	New for FY24	New for FY24	735,000 by end of FY24
Employee engagement score	% employees	86%	87%	Maintain or improve score in FY24
Gender diversity	% women in leadership roles	New for FY24	New for FY24	35% by end of FY25, 40% by end of FY28
Total emissions	tCO ₂ e per employee	9.78	9.45	Net zero pathway to be set out by the end of FY24
Community impact	# beneficiaries impacted	94,751	95,876	1 million by the end of FY26

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Case study: Brighter Future Fund

Leading together with Teach First

In FY21, we pledged 1% of our post-tax profits to charitable causes. This was a hugely important milestone, and it is helping us secure a legacy of positive impact in our communities – particularly in the field of education.

One big beneficiary of our Brighter Future Fund has been the UK charity Teach First. Through a combination of employee skills, time, and cash donations, we've helped Teach First deliver their mission to ensure that children with the fewest opportunities have access to a great education to fulfil their potential.

We've been working with them for nearly five years, and the partnership has become truly strategic and operates on a number of levels. For example, our funding enabled Coppice Performing Arts School in Wolverhampton to enrol on Teach First's well-regarded Leading Together programme. This helps build and develop strong leadership teams in schools serving the poorest communities. But we didn't stop there. Last year, one of our IG leadership teams went to visit Coppice School to deliver a series of employment insight sessions, and we went on to host a group of their students at our offices in London.

Head of School, Claire Gilbert shared this with us:

"Thank you to everyone at IG Group who provided such an amazing opportunity for our students and staff. They were all buzzing about the opportunities they had, many saying they would never be able to do something like that again. They gained so much. One student commented that the trip had blown his mind and was better than he could have expected, so thank you all."

Participating in the 'Leading Together' programme has consistently enhanced our daily leadership of Coppice and our vision to be the best for our wonderful children. I can honestly say that the Outstanding judgement for our Leadership in Ofsted has a direct impact from the programme.


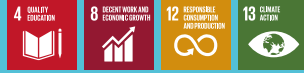
Please continue to fund Teach First so that future schools can benefit through Leading Together and their other excellent programmes."

Coppice Performing Arts is just one of 30 schools which we funded through the Leading Together programme, and the group of students that we welcomed to our London HQ are just one of many groups that we've hosted at IG offices around the globe. We are so proud of this work and it has given us the confidence to aim even higher – we are now looking to have a positive impact on 1 million people globally by the end of FY26.



Akinola Akinoyemi, Head of Data Science, Run the River, London

ESG Report continued

Priority area	Comment	UN SDGs
 Products 		
Client protections	We take the principles of product governance very seriously and do what we can to ensure that the risks clients take when using our products are at an appropriate level. Not only do all of our systems meet the requirements set by the Financial Conduct Authority (FCA) and other international regulators, but we think beyond these obligations and are proud to do what we believe is best for our clients. We apply a two-part appropriateness test for new clients and for those looking to start using more sophisticated products. Most elements of our new predictive vulnerable client model have been rolled out globally. Also, a vulnerability webpage has been launched in the UK and Australia, hosting useful information and resources. This will be rolled out to other regions in FY24.	
Client empowerment	Empowering our clients to pursue their financial freedom is the core of our business. We recognise the social value that this presents and regard it as a key component of our ESG offering. As part of our ESG strategy, we step back from our day-to-day business and consider what it means to truly exist for 'every' ambitious person, and the principles of inclusivity upon which this is founded. This prompted a number of exciting new projects and features, such as this year's launch of our Financial Freedom Hub. Take a look at the case study on page 28 to find out more details. This year we have also taken significant strides towards better aligning our products with the principles set out in the Web Content Accessibility Guidelines. Last year we partnered with external experts Nomensa to conduct audits of our key platforms, and this year we've been implementing their recommendations and training our design teams. This project will continue in FY24.	
Impact of our products	Managing the risks and opportunities that our products offer to clients is a key feature of our ESG strategy. We also recognise the need to consider the wider social and environmental impact of our products. This year, analysts from our trading team conducted a review of our products, applying an ESG lens to assess their social and environmental impacts. The key recommendation was to discontinue Sprint markets, and we subsequently removed these from our portfolio in November. The same exercise will be repeated again during FY24.	

Priority area	Comment	UN SDGs
 People 		
Diversity & Inclusion	A full report on diversity is set out on pages 32–34. We have a number of influential and active employee networks, including our women's network, our LGBT+ network and our black network. In FY23, we were proud to launch a new global employee network IGU ('I get you'). This network is looking out for the interests of colleagues who are directly and indirectly impacted by disabilities, and is also a champion for neurodiversity across the business.	
Talent development	We strive to attract people with the right skills, experience and behaviours to deliver our strategy, and to retain these people and help them thrive. Highlights this year include the relaunch of our Early Careers programme, the delivery of an exciting Leadership Development Framework to develop leadership at all levels of the business, and a campaign to empower 'squiggly' career development. We were also really delighted with the success of our 'LEAD' training for new managers – and look forward to offering this to a second cohort in FY24.	
Wellbeing	We recognise that a healthy and happy workforce is an essential foundation for the delivery of our priorities. We are proud to offer all colleagues access to an employee assistance programme. This is free to our people and an entirely confidential service that can provide immediate advice and support on a range of personal topics. This year we kicked off a new Mental Health First Aiders programme, the result of which will be a cohort of trained mental-health first aiders across all our offices.	
 Planet 		
Reduce emissions	A top priority for us is to find ways to reduce our carbon emissions. In 2022, we made a formal commitment to the Science Based Target initiative and have until 2024 to define and publish a science-based pathway to net zero. See pages 29–31 to learn more about the progress we have made over the last 12 months.	
Offset emissions	We have maintained our carbon-neutral status, offsetting all Scope 1, 2 and upstream Scope 3 emissions. More details on our offsetting strategy are set out on pages 29–31.	

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Priority area	Comment	UN SDGs
<p>Best Practice</p> <p>4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH</p>		
Business ethics	We conduct our business in an ethical manner, protecting the principles of human rights in all of our operations. As a UK-incorporated company, we abide by the UK Bribery Act 2010 and we have a Dealing Policy, a Disclosure Committee and associated policies to ensure that we meet the requirements of market abuse regulations. We also have global policies to comply with anti-bribery and anti-corruption laws, including those covering employee gifts and hospitality. We do not make or endorse facilitation payments. Every year, all employees receive mandatory anti-bribery and corruption training and market abuse training, through an e-learning module which includes a knowledge assessment. We do not make contributions to political parties.	
Accountable leadership	In FY23 we focused on three elements of accountable leadership. Firstly, we worked hard to ensure our leadership teams are diverse and inclusive. More details can be found in our Diversity Report on pages 32–34. Secondly, we’ve ensured that our leadership team have the skills they need to thrive in their role. More information about this can be found under the ‘talent development’ section on page 23, and in the Nomination Committee Report on pages 74–75. Finally, we continued to ensure the leadership team is incentivised to deliver on our commitment to sustainable and responsible business. For more details about how ESG is integrated into the sustained performance plan and the bonus, see page 98.	
Open and transparent	We are committed to being open and transparent – with our clients, with our people, with our regulators, our investors and our communities. One way we achieve this is to publish our ESG Policy and an ESG reporting map on our website. Here you can also find more information about our tax strategy. This year we paid £161.3 million (2022: £131.3 million) to tax authorities globally. We paid £116.6 million in corporate income taxes (2022: £97.4 million). More details on our taxes paid and on our effective tax rate for FY23 can be found in the Financial Statements.	
Data security	Our clients trust us with their data and with their funds. This is a huge responsibility and one we take seriously. It means that we maintain state-of-the-art systems and strategies to keep our client data and funds secure. As we operate within various global geographical jurisdictions, we also seek to maintain the highest levels of information security compliance with applicable regulations.	

Priority area	Comment	UN SDGs
<p>Community</p> <p>4 QUALITY EDUCATION 10 REDUCED INEQUALITIES 17 PARTNERSHIPS FOR THE GOALS</p>		
Brighter Future Fund grant giving	We are immensely proud of our community outreach programme and the positive impact that it has had over the last 12 months. We commit the equivalent of 1% of our post-tax profits to charitable causes. This is a combination of employee time and cash donations, and we support some truly remarkable charities around the globe. You can find lots of inspiring examples of our fund in action on our website and across the IG Group LinkedIn accounts.	
Volunteerism and employee participation	All our people are entitled to two full days of volunteering leave per year. We also encourage colleagues to participate in community outreach work through fundraising events, where we match any funds raised up to £1,000 per employee. Not only are these programmes excellent for team building and mental wellbeing, but our charity partners also really benefit from the wide-ranging talents found across our teams. After a big push over the last 12 months, nearly half of our people volunteered or otherwise participated in charity related activities – and we will work hard to maintain this excellent level of engagement in the years to come.	



Supporting Food from Heart, Singapore

ESG Report continued

Case study: Every ambitious person

Providing educational content for all stages of the financial freedom journey

→ In May 2023, we launched our Financial Freedom Hub – a learning environment designed to help every ambitious person take control of their financial future. We believe that access to markets is an attainable way for ambitious people to accumulate income-generating assets over time, but also recognise that people are at very different stages on their journey towards financial freedom. The Financial Freedom Hub is designed for those in the earlier stages of this journey

→ Phase one saw the hub launch in the UK with 40 educational articles. Topics covered include: financial planning, principles of investing, and budgeting. Over time, we will add more content, including videos and interactive modules, and we will also roll this out across other regions

→ This project is an excellent example of our purpose in action, demonstrating our commitment to exist for every ambitious person. It forms part of the Group's wider ESG strategy, sitting alongside other projects such as making our platforms more accessible to people with disabilities and developing best-in-class mechanisms to spot and support vulnerable clients. The Financial Freedom Hub will also play a vital role in helping us achieve our strategic goal of delivering financial content to hundreds of millions of people, and we are excited to watch it grow